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The New Uzbekistan Administrative Reforms are an Important Basis for the Efficient Organization of the Activity of Executive Authority Bodies

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Abstract:

The article analyzes the processes of achieving the effectiveness of the executive power of the large-scale reforms carried out at the modern stage of the country's development. It was emphasized that it is important to create a completely new, effective and high-quality system of state administration, to organize harmonious activities of state administration bodies and local executive authorities. Also, conclusions are given on the state of wide implementation of innovations in improving the activities of state administration bodies.

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As part of the new administrative reforms of Uzbekistan, to ensure the timely and effective implementation of measures to create a compact and professional public administration system focused on results in our country, as well as the updated requirements for the activities of the republic's executive authorities and organization on the basis of principles is one of the biggest issues facing today's representatives of executive power. Institutional foundations of state administration bodies that do not meet modern requirements and the principles of their activity prevent the full implementation of the ongoing reforms and the achievement of the set goals. In particular, excessive centralization of state functions and powers can lead to a decrease in the role of local executive authorities in shaping regional development programs and solving the most important problems of the population.

In this regard, the Decree "On Measures for the Implementation of Administrative Reforms of New Uzbekistan" adopted by the President is an important step in the implementation of the Development Strategy on the five priority directions of the country's development in 2022-2026. and in essence

opened a new page in the construction of the state and society of Uzbekistan. In the concept of radical reform of the public administration system 6 main directions have been defined, and the fourth direction is dedicated to the improvement of the vertical management system and the mechanisms of cooperation of executive authorities.

It should be noted that decentralization processes are an integral part of reforms aimed at modernizing the public administration system in any country, and one of the necessary conditions is the introduction of modern institutions and mechanisms of public administration and the improvement of their effectiveness.

If we refer to the information presented in the studies that have studied the experience of foreign countries in this regard, it is shown that there are specific aspects in the formation of relations between the governing bodies and local executive authorities of each country.

The first important characteristic of the modern distribution of power is the establishment of close relations between the executive power and the legislative power. The French scientist J.L. Shabo distinguished the activities of representative and executive power into states based on the principle of separation (USA), states based on cooperation (Great Britain) or states based on a mixed method (authoritarian regimes).

On the general front, to supervise the activities of the executive authorities of local representative bodies in foreign countries, express a vote of no confidence in the head of the executive authority, control the implementation of the local budget, check the implementation of laws, approve normative legal documents, send a request for deputation legal regulation and implementation mechanism is established through control forms such as.

For example, in the Kingdoms of Luxembourg and Belgium, local representative bodies determine local policy while exercising control over all matters at the local level. Such powers include the appointment of heads of the executive apparatus of local government, coordination of police activities, listening to reports of service bodies such as water supply and fire safety. This practice can be found in other countries of the European Union, especially in Poland.

In Italy, provincial and community councils adopt the provincial or community charter, plan its development, control public works budgets or programs, and enter into agreements with other provincial or community councils.

In countries such as the USA, England, France, Germany, the Netherlands, Italy, Cyprus, and Portugal, representative bodies have a widespread practice of approving the local budget and listening to reports on its implementation. Implementation of the budget in most European countries and in order to increase the effectiveness of the parliamentary control over the spending of state funds, it is planned to establish a specialized collegial body at the regional level. Such bodies are being established in Austria, Belgium, Bulgaria, Hungary, Greece, Spain, Italy, Portugal, Romania, France, Russia, and the FRG. In addition, other specific forms of control are observed by local representative bodies. For example, in the Russian Federation, local representative bodies or deputies have the authority to "conduct a deputy inspection". Local representative bodies have a special role in ensuring human rights and legal interests in foreign countries. In particular, in the practice of EU countries, regional representative bodies monitor the provision of human rights by establishing the Institute of Regional Human Rights Representatives. This practice is usually used in federal states. However, recently, many countries with a unitary structure within the framework of the decentralization policy are also

widely using this practice. The introduction of the Representative Institution by the European Union at the local level has the following positive aspects: firstly, it prevents long and costly legal proceedings, the possibility to reduce the number of judicial and non-judicial instances, which in the event of a dispute, citizens separates from management bodies; secondly, it ensures respect for justice, the principles of the rule of law, minority rights, and attention to the needs of citizens; thirdly, it serves to improve the openness of management bodies, the quality of services provided, and management efficiency. For example, in the Republic of France, targeted reforms regarding the decentralization of public administration were carried out. Fiscal decentralization was carried out, and from now on the majority of taxes were directed to the formation of local budget revenues, that is, the role of local bodies in local budget policy was dramatically increased. This almost put an end to the practice of state subsidies to regions in France. Also, in France, on the basis of regional planning, the authorities of regional authorities have been transferred to make management decisions on the planning of education, healthcare facilities, transport and other communications. With this, there was an opportunity for rapid development in the field of informatization of the public administration system in France. In 1999, the National Council for the Evaluation of the Activities of State Bodies was established under the French government, and monitoring of the effectiveness of the public administration system was launched. In our opinion, there are different directions of decentralization in the field of management, and the scientific approach widely used by experts is to give certain functions in state management to lower structures - local institutions. However, in our opinion, the transfer of functions to local institutions is not the basis of decentralization processes. Perhaps, in the process of decentralization of the management system, the coordination of the "function" and "powers" of the authorities depends on ensuring the dynamics of management (change, development, stability).

It is known from international experience that decentralization is an integral part of the radical reform and modernization of the entire society in the conditions of countries undergoing a transition period, and the program of decentralization and improvement of public administration must be based on a long-term conceptual strategy. There are several main directions of decentralization, the first of which is the transition from executive power to other branches of government. This is to create a reliable system of checks and balances between the executive, legislative and judicial authorities. The second is the redistribution of powers and functions from the center to the regions, that is, between different levels of government. The third is aimed at reducing and limiting the principle of government to non-state economic structures, that is, the direct intervention of the state in the economy. The fourth is the implementation of the principle of government to civil society, more precisely, the concept of "from a strong state to a strong civil society", which is considered the key to the priority of administrative reforms.

Currently, the implementation of the "Development Strategy" in the Republic of Uzbekistan, the laws, presidential decrees, decisions, government decisions, and the results of their implementation have a positive effect on the development of all areas of society. This situation means that the tasks in the "Development Strategy" are being implemented step by step. In this process, the virtual lobby of the President and People's Lobby are carrying out important work necessary for reforms. After all, they are working on solving problems and creating conditions for development based on the study of appeals, applications and proposals received by them. It can be seen that the modernization process being carried out in the country is being monitored by means of both information technologies and petitions of our people. At the same time, in-depth control of all details and branches of the reform process by

our people and state bodies is manifested as a factor of increasing the legal and political culture of citizens. Monitoring of the processes of implementation of the goals and tasks intended in the "Development Strategy", the adoption and implementation of the state program for the development of an important sector every year naturally requires coordination and analysis of this process. This goal requires the establishment of analytical centers. If we pay attention to the international experience, we will see scenes of new changes in this field. In particular, the "Modernization Research Center" operates under the Chinese Academy of Sciences. This research center is engaged in the implementation of monitoring and control analysis of modernization processes, their announcement, and the development of strategic programs defining the prospects of modernization. Such centers exist today in all developed countries. In particular, by the order of the President of the Republic of Uzbekistan No. F-4849, the "Strategy of Development" center was established. The following were defined as its main tasks: - within the framework of assigned tasks, request and receive necessary regulatory, statistical and analytical information from ministries, agencies, banks and other organizations free of charge;

- to give recommendations to the expert groups organized by the commissions on the development of draft documents provided for in the Program;
- attracting experts of state management bodies, agencies, banks, scientists and teachers of scientific research and higher education institutions, independent experts, including experts from foreign countries, on the basis of a contract;

Let it be determined that the invited national and foreign experts have the right to coordinate the activities of development strategy implementation measures. It can be seen that this center carries out monitoring control over the implementation processes of the "Strategy of Development" with the involvement of the general public, develops recommendations for its improvement and adaptation to real reality. In our opinion, in this regard, the administrative reforms carried out in the world experience and in our republic are not just formal changes, liquidating one organization and establishing another, but introducing "innovative management methods" that meet the requirements of the current stage of democratization and reform of state administration. directed.

These methods are characterized by:

The first is to direct the activities of state bodies and organizations to efficiency.

We all know that no matter how carefully organized the work activities are, not only in the state administration system, but also in other areas, if there is no result, such activities are ineffective. One of the main mechanisms for directing activity to effectiveness in public administration is the introduction of an evaluation system based on specific measurable criteria and indicators.

Currently, since there is no single mechanism for evaluating the activities of state bodies and organizations and their employees, the processes of encouraging employees or taking disciplinary measures are carried out at the expense of subjectivity, self-interest and other negative criteria. In addition, by introducing an evaluation mechanism, it is possible to ensure the effective performance of specific tasks and functions assigned to civil servants.

At the same time, employees of local state authorities are not directly interested in the achievement of relevant results, as the current system of remuneration for work is not related to the results achieved in labor activities.

Currently, in all local state authorities and state administration bodies, planned work is being carried

out on the introduction of a system of evaluating activity based on the most important performance indicators, paying for labor based on performance, encouraging and taking measures. For this purpose, relevant draft documents were also developed

The second is optimization of activities in public administration through digitization. In the aforementioned Petition, the issue of optimizing the number of public administration employees to 15% on average in order to reduce duplicate offices, functions and bureaucratic obstacles in the public administration system was proposed.

This reform lays the groundwork for increasing work efficiency by rationalizing activities in public administration and directing the funds saved due to reduced staffing units to additional incentives for employees. At the same time, digitization plays an important role in the optimization of the public administration system. Currently, while information systems are widely used in all areas, the introduction and widespread use of information and communication technologies in the state administration system is the need of the hour. Also, informatization and digitization of services provided by state bodies will make a significant contribution to saving excess human resources and ensuring transparency in the activities in this field.

Through digitization, not only the optimization of the public administration system, but also the quick, efficient and transparent implementation of functions related to service provision, as well as the formation of collective competition among employees, and their motivation to positive qualities such as activity and initiative, are ensured.

The third is to attract qualified and most suitable personnel to the public administration system based on transparent mechanisms. Of course, it is impossible to imagine ensuring efficiency in the state administration system without competent, responsible, modern-thinking, initiative personnel. On the other hand, it is important to gather such personnel and effectively use their potential to eliminate corrupt situations. After all, being intolerant to any form of corruption in the public administration system ensures the stable development and effective functioning of this sector. For this purpose, the State Service Development Agency launched the information system vacancy.argos.uz, the "single open portal of vacant positions of state civil servants". Currently, open independent competitions for more than 800 positions of ministries and agencies have been announced. Note that more than 200,000 candidates applied for 800 positions. In this case, the submission of documents and passing the exam are carried out completely transparently through the electronic system. So far, 396 suitable personnel have been selected and placed in their positions. The results of the survey among the candidates showed that their interest in public service has increased. It was also noted that the competition is an effective tool in preventing negative symptoms such as familiarity, nepotism or corruption. In this sense, systematic and planned measures are being implemented to further improve the selection processes and fully implement them in the activities of all ministries and agencies by the end of this year. The fourth is the systematic retraining of civil servants and the organization of their continuous professional development. In the conditions of the current globalization, the effective organization of activities in the public administration system through innovative methods certainly requires continuous training of employees in this field.

Without monitoring the skills and knowledge of civil servants, it is impossible to ensure efficiency and effectiveness in their work. Today, 32 centers of higher education, 29 centers of ministries and committees, 64 centers of enterprises and organizations, a total of 125, are operating in our country.

However, over the next 3 years, 30% of civil servants attended training courses. Due to the lack of uniform standards of training and retraining of civil servants and the lack of a coordinating body for the activities of these educational institutions, each educational institution has its own training. The fifth is to create the necessary conditions for broad involvement of young people in the state administration system.

In order to ensure the full achievement of the intended results of the reforms being carried out today, it is urgent to recruit the young generation who can think in a new way and have modern knowledge and skills into the public service.

Also, the absence of a transparent system of admission of educated young people who have graduated from higher education institutions to the public service is the reason for the decrease in the attractiveness of the public service among the population, especially among the youth. In this sense, the state bodies should be interested in performing a unique "bridge" function in the admission of young people to the public service, establishing cooperation with all higher education institutions in the republic. In this regard, the Public Service Development Agency has developed an electronic system of vacant positions that creates equal opportunities for all young people using modern information technologies and provides for transparent mechanisms of admission to public service based only on knowledge and potential. Through this system, every graduate of a higher educational institution will have the opportunity to get full information on vacant positions in state bodies and organizations, and to enter the public service in the direction of his choice in the future. In order to ensure the full implementation of the expected reforms, to identify and effectively solve the problems of socio-economic development in time, the following is proposed in order to further improve the public administration system:

optimization and decentralization of the public administration system due to elimination of redundant and non-specific tasks, functions and powers, duplication and parallelism;

making public administration free from bureaucracy and reducing its costs, increasing the efficiency and transparency of the management decision-making system;

introduction of the National rating of evaluation of state authorities and management bodies;

creation of a single information space on the activities of state administration bodies;

introduction of effective forms of public and parliamentary control, primarily aimed at preventing corruption.

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